

10:38:43

1 A. Uh-huh.

10:38:44

2 Q. So do you think that the decision to put to put
3 Ms. Ruffin there and replace your sister had to do with
4 any of those things?

10:38:53

10:38:55

10:39:10

5 A. I feel possibly. I have not thought through
6 this or analyzed or anything like that.

10:39:13

10:39:16

7 Q. But possibly?

10:39:17

8 A. Exactly.

10:39:21

9 Q. And you just said you have just not really
10 thought about that. So would it be fair to say that
11 you certainly didn't complain about any of those things
12 with respect to your sister?

10:39:24

10:39:27

10:39:30

10:39:30

13 A. I would not hurt my sister by making a
14 complaint that she didn't approve of. I don't know how
15 she handled it. She didn't talk to me about it. So I
16 would not do that to upset her and make her -- you
17 know, angry with me. That was not my place to do that.

10:39:33

10:39:36

10:39:38

10:39:46

10:39:49

18 Q. Sure. I understand. But you said that you
19 were not happy about it, you felt it was unfair;
20 correct?

10:39:53

10:39:56

21 A. Yes.

10:39:59

22 Q. Were you -- would it -- what would be fair to
23 say, were you more unhappy with Ms. Ruffin or Dr.
24 Zukowski?

10:40:03

10:40:08

10:40:08

25 A. I was unhappy with their decision. I was very

10:40:15

1 unhappy with their decision.

10:40:17

2 Q. Do you feel that your unhappiness tainted or

10:40:22

3 touched on any way your feeling towards Ms. Ruffin?

10:40:25

4 A. No, ma'am.

10:40:26

5 Q. So you didn't hold it against her that Dr.

10:40:29

6 Zukowski put her in that position?

10:40:32

7 A. No, ma'am, I didn't.

10:40:37

8 Q. Did you hold it against Dr. Zukowski?

9 A. No.

10:40:40

10 Q. You were just unhappy about it in general?

10:40:42

11 A. I was unhappy about it. I was not pleased with

10:40:45

12 it, but I did not hold it against anyone because I

10:40:48

13 didn't have any control over that. It happened and I

10:40:51

14 didn't have any control over it at all, my sister or

10:40:54

15 not.

10:40:54

16 Q. Your -- your sister didn't have any control

10:40:56

17 over it?

10:40:57

18 A. I don't know. I really don't know. I did not

10:41:03

19 discuss that at length with her because she came -- she

10:41:06

20 became sick not long afterwards. So I don't talk about

10:41:10

21 that with her.

10:41:12

22 Q. Do you think that she got sick after that

10:41:15

23 because of what happened?

10:41:18

24 MR. WAOBIKEZE: Objection, form.

10:41:18

25 A. I think so.

1 BY MS. HISEL:

2 Q. So you said, "I think so"?

3 THE WITNESS: I should answer?

4 MR. WAOBIKEZE: Yes.

5 A. I think so.

6 BY MS. HISEL:

7 Q. And what evidence do you have of that?

8 A. I know my sister.

9 Q. Okay. And you said she had a stroke?

10 A. Exactly.

11 Q. And you think the stroke occurred because of
12 the events?

13 A. I think it contributed --

14 Q. Okay.

15 A. -- to that. There were other factors, but I
16 think that contributed to it.

17 Q. And what other evidence do you have of that?

18 A. Like I said, I just know my sister.

19 Q. So it's just your -- your own subjective
20 belief?

21 A. Exactly.

22 Q. You have no facts supporting that belief?

23 A. I know how it upset her. I know how
24 disappointed she was.

25 Q. And yet you recognize and -- and stated earlier

10:42:21

1 that strokes run in your family?

10:42:25

2 A. Yes, but if factors contribute to your

10:42:30

3 condition, then you can possibly have one.

10:42:49

4 Q. Okay. Now, at the time that you were hired at

10:42:51

5 the district and throughout your employment with the

10:43:01

6 district, you were given a copy of the district's

10:43:04

7 personnel policies; correct? Or had an opportunity to

10:43:07

8 review them; correct?

9 A. Yes.

10:43:09

10 Q. Okay. And I'm going to mark here Plaintiff's

10:43:15

11 Deposition Exhibit Number 4. I'll give you a copy of

10:43:37

12 that. Did I give you an opportunity to review that?

13 A. Yes.

10:43:40

14 Q. Okay. Is that your signature there?

10:43:41

15 A. Yes, it is.

10:43:44

16 Q. All right. And would you agree that through

10:43:48

17 these policies, the district has policies in place and

10:43:51

18 is taking efforts to prevent discrimination and

10:43:54

19 retaliation by having such policies?

10:43:58

20 A. I don't know. Did you ask me if they're taking

10:44:01

21 measures to prevent discrimination and --

10:44:03

22 Q. Retaliation?

10:44:04

23 A. I don't know about that.

10:44:06

24 Q. Don't know?

10:44:07

25 A. I don't know.

10:44:10

1 Q. Would you agree that these policies are
2 available to everybody?

10:44:13

10:44:17

3 A. I think they are. They're supposed to be.

10:44:20

4 Q. And that these policies apply equally to
5 everybody?

10:44:25

10:44:25

6 A. That's a question that I don't know about.

10:44:28

7 Q. Does it --

10:44:29

8 A. I can't answer that.

10:44:29

9 Q. Does it indicate that an employee can go online
10 to review the policies?

10:44:33

11 A. Yes.

10:44:39

12 Q. And that in providing these policies to
13 everybody, that no one is being singled out for
14 exclusion of the policy or not being able to review the
15 policy?

10:44:44

10:44:49

10:44:53

16 A. I don't know about the single out part. I
17 don't understand that -- that phrase, no one is being
18 singled out. I don't know about that one.

10:45:02

19 Q. Okay.

10:45:07

20 A. I cannot respond to that one.

10:45:09

21 Q. Well, what do you think I mean when I say
22 "singled out" or "applies equally"? What do you think
23 I'm getting at? Do you think I'm trying to get at
24 something or --

10:45:19

25 MR. WAObIKEZE: Objection, form.

10:45:19

10:45:19

1 A. I don't know if -- I don't know about trying to
2 get at something, but to interject single out or

10:45:21

10:45:27

3 treated equally or whatever you said, that sounds --

4 BY MS. HISEL:

10:45:33

5 Q. I promise you I'm not --

10:45:34

6 A. -- kind of leading.

10:45:35

7 Q. Okay. I promise you I'm not trying to trick
8 you.

10:45:38

10:45:38

9 A. It sounds that way.

10:45:39

10 Q. I'm sorry. I promise you I'm not. All right.

10:45:43

11 Let's take a look at what I'm going to mark here as

10:45:50

12 Plaintiff's Deposition Exhibit Number 5. I'm going to

10:45:52

13 give you a chance to look at that. Give that to your

10:45:59

14 attorney.

10:45:59

15 A. Before we begin this, may I have a short break?

10:46:01

16 Q. You bet.

10:46:02

17 A. I need to go to the restroom.

10:46:04

18 Q. You bet.

10:46:05

19 (Recess taken between 10:46 and 10:52.)

20 BY MS. HISEL:

10:52:34

21 Q. All right. And -- now, did -- did you have an

10:52:49

22 opportunity to look at Plaintiff's Deposition Exhibit

10:52:51

23 Number -- Number 5?

10:52:53

24 A. Some of it, yes.

10:52:57

25 Q. Would you agree that this appears to be about

10:53:00

1 an 11-page document, the first page being a

10:53:07

2 September 7th, 2005, notice of charge of discrimination

10:53:09

3 and request for information?

4 A. Yes.

10:53:13

5 Q. And it's referencing Ms. Garrett, you?

6 A. Yes.

10:53:16

7 Q. Versus Judson Independent School District; is

8 that correct?

9 A. Yes.

10:53:21

10 Q. And it references a TWCCRD complaint number;

11 correct?

10:53:29

12 A. Yes.

10:53:29

13 Q. And that number is 1A50361-S?

14 A. Yes.

10:53:35

15 Q. And then it references an EEOC complaint number

10:53:40

16 31CA500894; is that correct?

17 A. Yes.

10:53:45

18 Q. Okay. And do you see where that it -- there

10:53:48

19 that it's addressed to Ms. Sue Sansom?

20 A. Yes.

10:53:52

21 Q. And do you know who Ms. Sue Sansom is --

10:53:57

22 Sansom?

10:53:57

23 A. She was the personnel director when I was

10:54:02

24 there.

10:54:02

25 Q. Okay. So looks like -- do you see a stamp